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WAGE RATES AND EARNINGS

APRIL 1977

**AUSTRALIAN
BUREAU OF
STATISTICS**

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Reference No. 6.16

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I. WAGE RATES INDEXES

1. This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100. Less detailed statistics are first published in the monthly statement, *Wage Rates Indexes (Preliminary)* (Reference No. 6.37).
2. The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.
3. The Wage Rates Indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. in the various industries, thereby providing occupation weights.
4. The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The current index for adult males includes rates for 3,415 award designations prescribed in 501 awards, determinations and collective agreements. As some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 award designations, 187 awards, etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July 1974 and August 1974 issue of this publication. The industry weighting pattern of the indexes is shown on page 80 of *Labour Statistics, 1975* (Reference No. 6.61).
5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.
6. The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in paragraph 2 above. Relevant rates of prescribed minimum wages for adult males and adult females (see page 12) are used when applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance.
7. In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the Communication group).
8. The indexes are designed to measure trends in wage rates in current awards, etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these

numbers measure the relative levels of average current wage rates as between States or industries.

9. Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance.

10. Weighted average minimum weekly wage rates for adult males and adult females covered by "Federal awards, etc." and for those covered by "State awards, etc." (as defined below) are shown separately in Tables 3 and 9. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

Relevant definitions are as follows :

"Federal awards, etc." include awards of, or collective agreements registered with, the Australian Conciliation and Arbitration Commission and the Coal Industry Tribunal, and determinations of the Australian Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or collective agreements registered with, State industrial tribunals together with certain unregistered collective agreements where these are dominant in the particular industries to which they refer.

11. The proportion of employees covered by Federal and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

12. For reasons discussed in paragraph 2, page 13 weekly wage rates for adult males shown in this Section cannot be compared directly with average earnings figures shown in Section III. The wage rates also cannot be directly compared with the average earnings series mentioned in Section IV for similar reasons.

13. **Related publications.** Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1976. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

Minimum Wage Rates, March 1939 to June 1965 (Reference No. 6.17)

Wage Rates Indexes, June 1965 to June 1968 (Reference No. 6.21)

Wage Rates Indexes, June 1968 to June 1972 (Reference No. 6.33)

Wage Rates and Earnings, June 1976, (Reference No. 6.16) for final figures July 1972 to June 1975.

Figures subsequent to June 1975 will be found in the July 1976 and later issues of this bulletin, and in the July 1976 and later issues of the monthly statement *Wage Rates Indexes (Preliminary)* (Reference No. 6.37).

All publications produced by the ABS are listed in *Publications of the Australian Bureau of Statistics* (Reference No. 1.8), which is available free of charge from any ABS office.

14. In some cases, when awards etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc., figures for the latest twelve months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request.

R. J. CAMERON
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TABLE 1. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS, AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of -	Manufacturing										Road and air transport	Shipping and stevedoring (c)	Communication	Wholesale and retail trade	Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups (d)
	Mining and quarrying (b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups	Building and construction	Railway services							
WAGE RATES (\$)																	
1976 -																	
April	156.93	117.82	115.57	122.74	119.24	126.92	120.27	119.43	135.85	115.93	124.20	154.21	150.98	125.71	128.21	116.41	125.87
May	160.74	121.40	119.01	126.30	122.68	131.23	123.88	123.03	139.88	119.34	127.81	157.97	154.81	129.43	131.38	119.74	129.53
June	161.38	121.48	119.03	126.38	122.68	131.23	124.09	123.12	140.25	119.38	127.81	157.97	154.81	129.43	131.38	119.86	129.65
July	161.78	121.50	119.04	126.52	122.68	131.24	124.10	123.15	140.25	119.38	127.83	157.98	154.81	129.47	131.38	119.86	129.68
August	164.60	124.07	121.55	129.02	125.37	133.79	126.68	125.71	142.85	121.92	130.36	160.55	157.40	132.04	135.30	122.28	132.29
September	164.87	124.08	121.55	129.02	125.37	133.79	126.69	125.72	142.85	121.92	130.39	160.55	157.40	132.04	135.30	122.28	132.30
October	164.60	124.08	121.55	129.02	125.37	133.79	126.71	125.73	142.86	121.92	130.39	160.62	157.40	132.04	135.30	122.40	132.30
November	167.62	126.81	124.22	131.91	128.03	136.73	129.48	128.49	145.26	124.40	133.29	164.05	160.86	134.96	138.24	124.99	135.08
December	168.02	126.82	124.22	131.91	128.03	136.73	129.48	128.49	145.28	124.40	133.29	164.05	160.86	134.96	138.24	124.99	135.10
1977 -																	
January	169.14	126.84	124.22	131.91	128.03	136.73	129.48	128.50	145.28	124.40	133.29	164.05	160.86	134.96	138.24	125.11	135.14
February	169.85	127.05	124.30	132.12	128.65	136.82	129.77	128.74	145.50	124.40	133.53	164.07	160.86	135.44	138.85	125.21	135.41
March	175.13	132.53	129.93	137.62	133.76	142.44	135.14	134.19	150.70	129.55	139.02	169.73	166.55	140.71	144.02	130.61	140.79
April	175.91	132.53	129.93	137.62	133.84	142.44	135.14	134.20	150.70	129.55	139.02	169.73	166.55	140.71	144.02	130.61	140.81
INDEX NUMBERS																	
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)																	
1976 -																	
April	555.7	417.2	409.2	434.6	422.2	449.4	425.9	422.9	481.0	410.5	439.8	546.0	534.6	445.1	454.0	412.2	445.7
May	569.2	429.9	421.4	447.2	434.4	464.7	438.6	435.6	495.3	422.6	452.5	559.3	548.2	458.3	465.2	424.0	458.6
June	571.4	430.1	421.5	447.5	434.4	464.7	439.4	435.9	496.6	422.7	452.5	559.3	548.2	458.3	465.2	424.4	459.1
July	572.9	430.2	421.5	448.0	434.4	464.7	439.4	436.1	496.6	422.7	452.6	559.4	548.2	458.4	465.2	424.4	459.2
August	582.8	439.3	430.4	456.8	443.9	473.7	448.6	445.1	505.8	431.7	461.6	568.5	557.3	467.5	479.1	433.0	468.4
September	583.8	439.4	430.4	456.8	443.9	473.7	448.6	445.2	505.8	431.7	461.7	568.5	557.3	467.5	479.1	433.0	468.5
October	582.8	439.3	430.4	456.8	443.9	473.7	448.7	445.2	505.8	431.7	461.7	568.7	557.3	467.5	479.1	433.4	468.5
November	593.5	449.0	439.9	467.1	453.3	484.1	458.5	455.0	514.3	440.5	472.0	580.9	569.6	477.9	489.5	442.6	478.3
December	594.9	449.0	439.9	467.1	453.3	484.1	458.5	455.0	514.4	440.5	472.0	580.9	569.6	477.9	489.5	442.6	478.4
1977 -																	
January	598.9	449.1	439.9	467.1	453.3	484.1	458.5	455.0	514.4	440.5	472.0	580.9	569.6	477.9	489.5	443.0	478.5
February	601.4	449.9	440.1	467.8	455.5	484.5	459.5	455.8	515.2	440.5	472.8	581.0	569.6	479.6	491.7	443.4	479.5
March	620.1	469.3	460.1	487.3	473.6	504.3	478.5	475.2	533.6	458.7	492.3	601.0	589.7	498.2	510.0	462.5	498.5
April	622.9	469.3	460.1	487.3	473.9	504.3	478.5	475.2	533.6	458.7	492.3	601.0	589.7	498.2	510.0	462.5	498.6

(a) See paragraph 8, page 2. Figures for the latest twelve months are subject to revision - see paragraph 14, page 3. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

TABLE 2. WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (\$)							
1976 —							
April	126.69	124.75	129.86	123.09	121.83	125.07	125.87
May	130.41	128.35	133.56	126.74	125.38	128.76	129.53
June	130.50	128.59	133.60	126.80	125.44	128.79	129.65
July	130.54	128.62	133.60	126.81	125.57	128.80	129.68
August	133.13	131.17	136.11	129.37	128.78	131.35	132.29
September	133.15	131.17	136.11	129.38	128.85	131.35	132.30
October	133.13	131.17	136.11	129.38	128.95	131.35	132.30
November	135.85	133.99	139.12	132.17	131.44	134.15	135.08
December	135.88	133.99	139.14	132.19	131.44	134.15	135.10
1977 —							
January	135.98	133.99	139.14	132.23	131.49	134.15	135.14
February	135.96	133.99	139.14	132.23	135.40	134.15	135.41
March	141.69	139.69	144.84	137.94	136.24	139.85	140.79
April	141.76	139.69	144.84	137.94	136.29	139.85	140.81
INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
1976 —							
April	448.6	441.7	459.8	435.8	431.4	442.8	445.7
May	461.7	454.5	472.9	448.8	443.9	455.9	458.6
June	462.1	455.3	473.0	449.0	444.2	456.0	459.1
July	462.2	455.4	473.0	449.0	444.6	456.1	459.2
August	471.4	464.5	481.9	458.1	456.0	465.1	468.4
September	471.5	464.5	481.9	458.1	456.2	465.1	468.5
October	471.4	464.5	481.9	458.1	456.6	465.1	468.5
November	481.0	474.4	492.6	468.0	465.4	475.0	478.3
December	481.1	474.4	492.7	468.0	465.4	475.0	478.4
1977 —							
January	481.5	474.4	492.7	468.2	465.6	475.0	478.5
February	481.4	474.4	492.7	468.2	479.4	475.0	479.5
March	501.7	494.6	512.8	488.4	482.4	495.2	498.5
April	502.0	494.6	512.8	488.4	482.6	495.2	498.6

For footnotes see below.

TABLE 3. WEEKLY WAGE RATES : ADULT MALES (a), FEDERAL AND STATE AWARDS, ETC. (\$)

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
FEDERAL AWARDS, ETC. (b)							
1976 —							
April	128.14	123.26	139.50	124.96	140.27	125.55	126.81
May	131.88	126.82	143.40	128.66	143.98	129.11	130.48
June	131.93	126.85	143.52	128.70	143.98	129.16	130.52
July	131.93	126.85	143.52	128.70	143.98	129.16	130.52
August	134.47	129.40	146.08	131.23	146.61	131.72	133.07
September	134.47	129.40	146.08	131.23	146.61	131.72	133.07
October	134.47	129.40	146.08	131.23	146.61	131.72	133.07
November	137.32	132.17	149.12	134.04	149.82	134.51	135.91
December	137.32	132.17	149.12	134.04	149.82	134.51	135.91
1977 —							
January	137.32	132.17	149.12	134.04	149.82	134.51	135.91
February	137.32	132.17	149.12	134.04	149.82	134.51	135.91
March	143.02	137.87	154.82	139.74	155.52	140.21	141.61
April	143.02	137.87	154.82	139.74	155.52	140.21	141.61
STATE AWARDS, ETC. (b)							
1976 —							
April	124.82	128.28	126.63	118.48	119.13	123.96	124.72
May	128.51	131.98	130.26	121.99	122.65	127.97	128.38
June	128.67	132.72	130.27	122.08	122.73	127.97	128.59
July	128.75	132.84	130.27	122.12	122.87	128.00	128.66
August	131.40	135.37	132.76	124.78	126.16	130.51	131.34
September	131.46	135.37	132.76	124.82	126.25	130.51	131.38
October	131.40	135.37	132.76	124.80	126.36	130.51	131.37
November	133.95	138.29	135.76	127.54	128.74	133.33	134.08
December	134.03	138.29	135.78	127.58	128.74	133.33	134.12
1977 —							
January	134.26	138.29	135.78	127.72	128.80	133.33	134.22
February	134.21	138.29	135.78	127.72	133.28	133.33	134.80
March	139.99	143.99	141.49	133.46	133.42	139.04	139.79
April	140.14	143.99	141.49	133.46	133.47	139.04	139.86

(a) Excludes rural industry. See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — See paragraph 14, page 3.
 (b) For definitions, see paragraph 10, page 3. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

TABLE 4. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

WAGE RATES (\$)																	
End of -	Mining and quarrying (b)	Manufacturing							Road and air transport	Shipping and stevedoring (c)	Communication	Wholesale and retail trade	Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups (d)		
		Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups								Building and construction	
NEW SOUTH WALES																	
1976 - December	185.49	123.65	123.68	131.33	129.88	131.63	129.31	126.50	150.16	122.59	137.74	165.95	160.88	134.65	139.93	128.11	135.88
1977 - January	187.58	123.65	123.68	131.33	129.88	131.63	129.31	126.50	150.16	122.59	137.74	165.95	160.88	134.65	139.93	128.11	135.98
February	187.18	123.65	123.68	131.33	129.88	131.63	129.31	126.50	150.16	122.59	137.74	165.95	160.88	134.65	139.93	128.11	135.96
March	193.58	129.35	129.38	137.03	135.58	137.33	135.01	132.20	155.86	128.29	143.44	171.65	166.58	140.35	145.63	133.81	141.69
April	195.03	129.35	129.38	137.03	135.58	137.33	135.01	132.20	155.86	128.29	143.44	171.65	166.58	140.35	145.63	133.81	141.76
VICTORIA																	
1976 - December	131.07	129.09	124.53	131.44	123.13	139.43	130.10	129.28	149.01	117.78	129.72	166.85	161.71	136.68	136.68	124.37	133.99
1977 - January	131.07	129.09	124.53	131.44	123.13	139.43	130.10	129.28	149.01	117.78	129.72	166.85	161.71	136.68	136.68	124.37	133.99
February	131.07	129.09	124.53	131.44	123.13	139.43	130.10	129.28	149.01	117.78	129.72	166.85	161.71	136.68	136.68	124.37	133.99
March	136.77	134.79	130.23	137.14	128.83	145.13	135.80	134.98	154.71	123.48	135.42	172.56	167.40	142.38	142.37	130.07	139.69
April	136.77	134.79	130.23	137.14	128.83	145.13	135.80	134.98	154.71	123.48	135.42	172.56	167.40	142.38	142.37	130.07	139.69
QUEENSLAND																	
1976 - December	170.54	135.12	126.05	135.41	134.38	147.82	130.74	134.87	138.27	138.47	129.45	159.30	160.50	136.21	142.13	127.48	139.14
1977 - January	170.54	135.12	126.05	135.41	134.38	147.82	130.74	134.87	138.27	138.47	129.45	159.30	160.50	136.21	142.13	127.48	139.14
February	170.54	135.12	126.05	135.41	134.38	147.82	130.74	134.87	138.27	138.47	129.45	159.30	160.50	136.21	142.13	127.48	139.14
March	176.24	140.82	131.75	141.11	140.08	153.61	136.44	140.58	143.97	144.17	135.15	165.00	166.19	141.91	147.83	133.18	144.84
April	176.24	140.82	131.75	141.11	140.08	153.61	136.44	140.58	143.97	144.17	135.15	165.00	166.19	141.91	147.83	133.18	144.84
SOUTH AUSTRALIA																	
1976 - December	127.11	126.85	123.37	126.79	122.87	137.40	129.12	127.36	144.48	122.80	129.18	157.57	159.70	132.19	129.16	120.22	132.19
1977 - January	127.11	126.99	123.37	126.79	122.87	137.40	129.12	127.44	144.48	122.80	129.18	157.57	159.70	132.19	129.16	120.22	132.23
February	127.11	126.99	123.37	126.79	122.87	137.40	129.12	127.44	144.48	122.80	129.18	157.57	159.70	132.19	129.16	120.22	132.23
March	132.81	132.73	129.07	132.49	128.57	143.10	134.82	133.16	150.18	128.50	134.88	163.27	165.39	137.89	134.86	125.92	137.94
April	132.81	132.73	129.07	132.49	128.57	143.10	134.82	133.16	150.18	128.50	134.88	163.27	165.39	137.89	134.86	125.92	137.94
WESTERN AUSTRALIA																	
1976 - December	134.13	127.19	127.02	133.81	127.08	145.60	128.08	129.14	135.14	110.35	133.32	168.13	161.40	131.22	134.12	114.91	131.44
1977 - January	134.13	127.24	127.02	133.81	127.08	145.60	128.08	129.15	135.14	110.35	133.32	168.13	161.40	131.22	134.12	116.58	131.49
February	140.73	132.56	130.32	138.71	133.06	147.80	132.85	134.17	137.60	110.35	137.18	168.38	161.40	136.46	139.58	118.10	135.40
March	140.73	132.62	133.17	139.63	133.06	151.30	133.19	134.67	137.65	110.54	139.54	173.42	167.09	137.40	140.56	119.37	136.24
April	140.73	132.62	133.17	139.73	133.78	151.30	133.19	134.79	137.65	110.54	139.54	173.42	167.09	137.40	140.56	119.37	136.29
TASMANIA																	
1976 - December	146.07	127.77	120.12	129.60	122.41	131.99	124.02	126.93	135.58	123.12	132.61	163.68	156.83	136.72	148.82	119.03	134.15
1977 - January	146.07	127.77	120.12	129.60	122.41	131.99	124.02	126.93	135.58	123.12	132.61	163.68	156.83	136.72	148.82	119.03	134.15
February	146.07	127.77	120.12	129.60	122.41	131.99	124.02	126.93	135.58	123.12	132.61	163.68	156.83	136.72	148.82	119.03	134.15
March	151.77	133.47	125.82	135.30	128.11	137.69	129.72	132.63	141.28	128.82	138.31	169.38	162.53	142.42	154.70	124.73	139.85
April	151.77	133.47	125.82	135.30	128.11	137.69	129.72	132.63	141.28	128.82	138.31	169.38	162.53	142.42	154.70	124.73	139.85

TABLE 4. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS — continued
INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)

End of —	Manufacturing								Building and con- struction	Railway services	Road and air transport	Shipping and steve- doring (c)	Comm- unication	Whole- sale and retail trade	Public authority (n.e.i.) and community and business services	Amuse- ment, hotels, personal service, etc.	All industry groups (d)
	Mining and quarrying (b)	Engin- eering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw- milling, furniture, etc.	Paper, printing, etc.	Other manu- facturing	All manu- facturing groups									
NEW SOUTH WALES																	
1976 — December	656.8	437.8	437.9	465.0	459.9	466.1	457.9	447.9	531.7	434.1	487.7	587.6	569.7	476.8	495.5	453.6	481.1
1977 — January	664.2	437.8	437.9	465.0	459.9	466.1	457.9	447.9	531.7	434.1	487.7	587.6	569.7	476.8	495.5	453.6	481.5
February	662.8	437.8	437.9	465.0	459.9	466.1	457.9	447.9	531.7	434.1	487.7	587.6	569.7	476.8	495.5	453.6	481.4
March	685.4	458.0	458.1	485.2	480.1	486.3	478.0	468.1	551.9	454.2	507.9	607.8	589.8	497.0	515.7	473.8	501.7
April	690.6	458.0	458.1	485.2	480.1	486.3	478.0	468.1	551.9	454.2	507.9	607.8	589.8	497.0	515.7	473.8	502.0
VICTORIA																	
1976 — December	464.1	457.1	440.9	465.4	436.0	493.7	460.6	457.8	527.6	417.1	459.3	590.8	572.6	484.0	483.9	440.4	474.4
1977 — January	464.1	457.1	440.9	465.4	436.0	493.7	460.6	457.8	527.6	417.1	459.3	590.8	572.6	484.0	483.9	440.4	474.4
February	464.1	457.1	440.9	465.4	436.0	493.7	460.6	457.8	527.6	417.1	459.3	590.8	572.6	484.0	483.9	440.4	474.4
March	484.3	477.3	461.1	485.6	456.2	513.9	480.8	477.9	547.8	437.2	479.5	611.0	592.7	504.2	504.1	460.6	494.6
April	484.3	477.3	461.1	485.6	456.2	513.9	480.8	477.9	547.8	437.2	479.5	611.0	592.7	504.2	504.1	460.6	494.6
QUEENSLAND																	
1976 — December	603.8	478.4	446.3	479.5	475.8	523.4	462.9	477.6	489.6	490.3	458.4	564.1	568.3	482.3	503.2	451.4	492.7
1977 — January	603.8	478.4	446.3	479.5	475.8	523.4	462.9	477.6	489.6	490.3	458.4	564.1	568.3	482.3	503.2	451.4	492.7
February	603.8	478.4	446.3	479.5	475.8	523.4	462.9	477.6	489.6	490.3	458.4	564.1	568.3	482.3	503.2	451.4	492.7
March	624.0	498.6	466.5	499.7	496.0	543.9	483.1	497.8	509.8	510.5	478.5	584.2	588.5	502.5	523.4	471.6	512.8
April	624.0	498.6	466.5	499.7	496.0	543.9	483.1	497.8	509.8	510.5	478.5	584.2	588.5	502.5	523.4	471.6	512.8
SOUTH AUSTRALIA																	
1976 — December	450.1	449.2	436.8	448.9	435.1	486.5	457.2	451.0	511.6	434.8	457.4	557.9	565.5	468.1	457.3	425.7	468.0
1977 — January	450.1	449.7	436.8	448.9	435.1	486.5	457.2	451.2	511.6	434.8	457.4	557.9	565.5	468.1	457.3	425.7	468.2
February	450.1	449.7	436.8	448.9	435.1	486.5	457.2	451.2	511.6	434.8	457.4	557.9	565.5	468.1	457.3	425.7	468.2
March	470.2	470.0	457.0	469.1	455.3	506.7	477.4	471.5	531.8	455.0	477.6	578.1	585.6	488.3	477.5	445.9	488.4
April	470.2	470.0	457.0	469.1	455.3	506.7	477.4	471.5	531.8	455.0	477.6	578.1	585.6	488.3	477.5	445.9	488.4
WESTERN AUSTRALIA																	
1976 — December	474.9	450.4	449.8	473.8	450.0	515.5	453.5	457.2	478.5	390.7	472.1	595.3	571.5	464.6	474.9	406.9	465.4
1977 — January	474.9	450.5	449.8	473.8	450.0	515.5	453.5	457.3	478.5	390.7	472.1	595.3	571.5	464.6	474.9	412.8	465.6
February	498.3	469.4	461.4	491.1	471.2	523.3	470.4	475.1	487.2	390.7	485.7	596.2	571.5	483.2	494.2	418.2	479.4
March	498.3	469.6	471.5	494.4	471.2	535.7	471.6	476.8	487.4	391.4	494.1	614.0	591.6	486.5	497.7	422.7	482.4
April	498.3	469.6	471.5	494.8	473.7	535.7	471.6	477.3	487.4	391.4	494.1	614.0	591.6	486.5	497.7	422.7	482.6
TASMANIA																	
1976 — December	517.2	452.4	425.3	458.9	433.4	467.4	439.1	449.4	480.1	436.0	469.6	579.6	555.3	484.1	527.0	421.5	475.0
1977 — January	517.2	452.4	425.3	458.9	433.4	467.4	439.1	449.4	480.1	436.0	469.6	579.6	555.3	484.1	527.0	421.5	475.0
February	517.2	452.4	425.3	458.9	433.4	467.4	439.1	449.4	480.1	436.0	469.6	579.6	555.3	484.1	527.0	421.5	475.0
March	537.4	472.6	445.5	479.1	453.6	487.6	459.3	469.6	500.2	456.1	489.7	599.8	575.5	504.3	547.8	441.7	495.2
April	537.4	472.6	445.5	479.1	453.6	487.6	459.3	469.6	500.2	456.1	489.7	599.8	575.5	504.3	547.8	441.7	495.2

(a) See paragraph 8, page 2. Figures subject to revision — see paragraph 14, page 3. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

TABLE 5. HOURLY WAGE RATES : ADULT MALES (a)
INDUSTRY GROUPS, 30 APRIL 1977 (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

<i>Industry group</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
WAGE RATES (Cents)							
Mining and quarrying (c)	545.56	341.94	465.23	332.02	368.76	387.98	474.67
Manufacturing —							
Engineering, metals, vehicles, etc.	323.49	337.22	352.26	331.82	331.84	333.68	331.47
Textiles, clothing and footwear	323.44	325.57	329.38	322.68	332.92	314.54	324.84
Food, drink and tobacco	343.06	342.86	352.78	331.22	349.33	338.25	344.21
Sawmilling, furniture, etc.	338.95	322.07	350.21	321.43	334.45	320.28	334.59
Paper, printing, etc.	343.33	363.34	384.02	357.75	385.88	344.24	356.55
Other manufacturing	337.52	339.80	341.10	337.85	332.21	324.58	337.99
<i>All manufacturing groups</i>	330.60	337.65	351.52	333.05	337.25	331.61	335.65
Building and construction	389.66	386.77	359.92	375.44	344.12	353.20	376.74
Railway services	320.72	309.03	360.42	321.25	276.34	322.05	323.95
Road and air transport	358.59	338.54	337.88	337.21	348.86	345.78	347.56
Communication	427.29	431.10	427.98	430.99	430.29	419.09	428.68
Wholesale and retail trade	350.88	355.96	354.77	344.74	343.49	356.06	351.77
Public authority (n.e.i.) and community and business services	371.24	365.68	374.03	343.76	355.14	392.76	366.93
Amusement, hotels, personal service, etc.	334.52	325.19	332.95	314.80	298.42	311.83	326.52
All industry groups (d)	354.89	348.17	361.84	343.18	339.72	346.08	351.57

INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)

Mining and quarrying (c)	771.1	483.3	657.6	469.3	521.2	548.4	670.9
Manufacturing —							
Engineering, metals, vehicles, etc.	457.2	476.6	497.9	469.0	469.0	471.6	468.5
Textiles, clothing and footwear	457.2	460.2	465.6	456.1	470.6	444.6	459.1
Food, drink and tobacco	484.9	484.6	498.6	468.2	493.8	478.1	486.5
Sawmilling, furniture, etc.	479.1	455.2	495.0	454.3	472.7	452.7	472.9
Paper, printing, etc.	485.3	513.6	542.8	505.7	545.4	486.6	504.0
Other manufacturing	477.1	480.3	482.1	477.5	469.6	458.8	477.7
<i>All manufacturing groups</i>	467.3	477.2	496.9	470.7	476.7	468.7	474.4
Building and construction	550.8	546.7	508.7	530.7	486.4	499.2	532.5
Railway services	453.3	436.8	509.4	454.1	390.6	455.2	457.9
Road and air transport	506.8	478.5	477.6	476.6	493.1	488.7	491.2
Communication	603.9	609.3	604.9	609.2	608.2	592.4	605.9
Wholesale and retail trade	495.9	503.1	501.4	487.3	485.5	503.3	497.2
Public authority (n.e.i.) and community and business services	524.7	516.9	528.7	485.9	502.0	555.1	518.6
Amusement, hotels, personal service, etc.	472.8	459.6	470.6	444.9	421.8	440.7	461.5
All industry groups (d)	501.6	492.1	511.4	485.1	480.2	489.2	496.9

(a) See paragraph 8, page 2. (b) Figures subject to revision — see paragraph 14, page 3. (c) For mining, wage rates used are those prescribe for the principal mining centres and include lead bonuses, etc. (d) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available.

TABLE 6. HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
1976 -							
April	316.98	310.79	324.29	306.04	303.52	309.20	314.07
May	326.34	319.80	333.57	315.17	312.41	318.41	323.26
June	326.58	320.40	333.66	315.32	312.58	318.50	323.57
July	326.67	320.50	333.66	315.35	312.89	318.50	323.66
August	333.19	326.88	339.96	321.77	321.00	324.88	330.21
September	333.25	326.88	339.96	321.80	321.20	324.88	330.25
October	333.19	326.88	339.96	321.79	321.37	324.88	330.23
November	340.00	333.89	347.48	328.74	327.58	331.79	337.17
December	340.09	333.89	347.53	328.77	327.58	331.79	337.21
1977 -							
January	340.34	333.89	347.53	328.87	327.71	331.79	337.33
February	340.29	333.89	347.53	328.87	337.79	331.79	338.01
March	354.72	348.17	361.84	343.18	339.61	346.08	351.49
April	354.89	348.17	361.84	343.18	339.72	346.08	351.57
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
1976 -							
April	448.0	439.3	458.4	432.6	429.0	437.0	443.9
May	461.3	452.0	471.5	445.5	441.6	450.1	456.9
June	461.6	452.9	471.6	445.7	441.8	450.2	457.3
July	461.7	453.0	471.6	445.7	442.3	450.2	457.5
August	470.9	462.0	480.5	454.8	453.7	459.2	466.7
September	471.0	462.0	480.5	454.8	454.0	459.2	466.8
October	470.9	462.0	480.5	454.8	454.2	459.2	466.8
November	480.6	471.9	491.1	464.6	463.0	469.0	476.6
December	480.7	471.9	491.2	464.7	463.0	469.0	476.6
1977 -							
January	481.0	471.9	491.2	464.8	463.2	469.0	476.8
February	481.0	471.9	491.2	464.8	477.4	469.0	477.7
March	501.4	492.1	511.4	485.1	480.0	489.2	496.8
April	501.6	492.1	511.4	485.1	480.2	489.2	496.9

(a) See paragraph 8, page 2. Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for the latest twelve months are subject to revision - see paragraph 14, page 3.

TABLE 7. WEEKLY WAGE RATES : ADULT FEMALES (a), INDUSTRY GROUPS, 30 APRIL 1977 (b)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (\$)							
Manufacturing -							
Engineering, metals, vehicles, etc.	126.51	133.29	128.77	127.59	130.22	128.26	129.04
Textiles, clothing and footwear	123.10	121.38	124.27	124.37	125.22	115.58	122.35
Food, drink and tobacco	130.79	130.67	131.64	128.01	118.65	126.19	129.85
Other manufacturing	128.26	130.30	131.54	127.16	127.48	123.73	129.05
All manufacturing groups	125.96	125.82	127.91	126.68	124.81	121.47	125.98
Transport and communication	132.80	134.83	139.11	137.79	132.44	140.20	134.94
Wholesale and retail trade	138.52	142.16	139.09	137.67	135.70	131.69	139.07
Public authority (n.e.i.) and community and business services	138.10	137.85	135.08	128.51	133.25	135.29	136.64
Amusement, hotels, personal service, etc.	128.61	126.38	127.12	122.60	114.75	120.98	126.19
All industry groups (c)	131.01	130.84	133.32	130.81	129.19	126.80	131.00
INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
Manufacturing -							
Engineering, metals, vehicles, etc.	635.5	669.5	646.8	640.9	654.1	644.3	648.2
Textiles, clothing and footwear	618.4	609.7	624.2	624.7	629.0	580.5	614.6
Food, drink and tobacco	657.0	656.4	661.2	643.0	596.0	633.9	652.3
Other manufacturing	644.3	654.5	660.8	638.7	640.3	621.5	648.2
All manufacturing groups	632.7	632.0	642.5	636.3	626.9	610.2	632.8
Transport and communication	667.1	677.2	698.8	692.1	665.3	704.2	677.8
Wholesale and retail trade	695.8	714.1	698.7	691.5	681.6	661.5	698.6
Public authority (n.e.i.) and community and business services	693.7	692.4	678.5	645.5	669.3	679.6	686.3
Amusement, hotels, personal service, etc.	646.0	634.8	638.6	615.8	576.4	607.7	633.9
All industry groups (c)	658.1	657.2	669.7	657.1	649.0	636.9	658.0

(a) See paragraph 8, page 2. (b) Figures subject to revision - see paragraph 14, page 3. (c) Excludes rural industry; mining and quarrying; and building and construction.

TABLE 8. WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (\$)							
1976 -							
April	116.46	116.53	118.32	116.35	111.74	112.44	116.34
May	120.07	119.94	121.85	119.84	114.89	115.97	119.84
June	120.07	119.94	122.04	119.84	115.28	115.97	119.88
July	120.07	119.94	122.04	119.84	116.17	115.97	119.93
August	122.61	122.46	124.51	122.35	119.68	118.49	122.50
September	122.61	122.46	124.51	122.35	119.71	118.49	122.50
October	122.61	122.46	124.51	122.35	120.08	118.49	122.52
November	125.31	125.14	127.61	125.04	122.54	121.10	125.24
December	125.31	125.14	127.61	125.11	122.58	121.10	125.25
1977 -							
January	125.31	125.14	127.61	125.11	123.07	121.10	125.27
February	125.31	125.14	127.62	125.11	127.40	121.10	125.50
March	131.01	130.84	133.32	130.81	128.82	126.80	130.98
April	131.01	130.84	133.32	130.81	129.19	126.80	131.00
INDEX NUMBERS							
(Base : Weighted average weekly wage rate Australia, year 1954 = 100)							
1976 -							
April	585.0	585.4	594.4	584.4	561.3	564.8	584.4
May	603.1	602.5	612.1	602.0	577.1	582.5	602.0
June	603.1	602.5	613.0	602.0	579.1	582.5	602.2
July	603.1	602.5	613.0	602.0	583.5	582.5	602.4
August	615.9	615.1	625.4	614.6	601.2	595.2	615.3
September	615.9	615.1	625.4	614.6	601.3	595.2	615.3
October	615.9	615.1	625.4	614.6	603.2	595.2	615.4
November	629.4	628.6	641.0	628.1	615.5	608.3	629.1
December	629.4	628.6	641.0	628.4	615.8	608.3	629.1
1977 -							
January	629.4	628.6	641.0	628.4	618.2	608.3	629.3
February	629.4	628.6	641.1	628.4	640.0	608.3	630.4
March	658.1	657.2	669.7	657.1	667.9	636.9	657.9
April	658.1	657.2	669.7	657.1	649.0	636.9	658.0

For footnotes see below.

TABLE 9. WEEKLY WAGE RATES : ADULT FEMALES (a), FEDERAL AND STATE AWARDS, ETC. (\$)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
FEDERAL AWARDS, ETC. (b)							
1976 -							
April	109.36	108.99	114.82	110.89	112.47	109.76	109.83
May	112.63	112.25	118.23	114.19	115.82	113.04	113.11
June	112.63	112.25	118.23	114.19	115.82	113.04	113.11
July	112.63	112.25	118.23	114.19	115.82	113.04	113.11
August	115.15	114.76	120.78	116.72	118.36	115.57	115.63
September	115.15	114.76	120.78	116.72	118.36	115.57	115.63
October	115.15	114.76	120.78	116.72	118.36	115.57	115.63
November	117.69	117.29	123.45	119.28	120.97	118.11	118.18
December	117.69	117.29	123.45	119.28	120.97	118.11	118.18
1977 -							
January	117.69	117.29	123.45	119.28	120.97	118.11	118.18
February	117.69	117.29	123.45	119.28	120.97	118.11	118.18
March	123.39	122.99	129.15	124.98	126.67	123.81	123.88
April	123.39	122.99	129.15	124.98	126.67	123.81	123.88
STATE AWARDS, ETC. (b)							
1976 -							
April	122.41	126.12	120.11	120.09	111.50	115.23	121.99
May	126.31	129.74	123.69	123.72	114.58	119.03	125.69
June	126.31	129.74	123.98	123.72	115.11	119.03	125.76
July	126.31	129.74	123.98	123.72	116.28	119.03	125.85
August	128.87	132.25	126.40	126.22	120.11	121.53	128.47
September	128.87	132.25	126.40	126.22	120.15	121.53	128.47
October	128.87	132.25	126.40	126.22	120.65	121.53	128.51
November	131.70	135.13	129.73	128.98	123.06	124.22	131.37
December	131.70	135.13	129.73	129.10	123.12	124.22	131.39
1977 -							
January	131.70	135.13	129.73	129.10	123.76	124.22	131.44
February	131.70	135.13	129.75	129.10	129.53	124.22	131.86
March	137.40	140.83	135.45	134.80	129.53	129.92	137.14
April	137.40	140.83	135.45	134.80	130.03	129.92	137.18

(a) See paragraph 8, page 2. Excludes rural industry; mining and quarrying; and building and construction. Figures for the latest twelve months are subject to revision - see paragraph 14, page 3. (b) For definitions, see paragraph 10, page 3. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

TABLE 10. HOURLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 30 APRIL 1977 (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
Manufacturing —							
Engineering, metals, vehicles, etc.	316.53	334.34	321.92	318.97	325.55	320.66	323.07
Textiles, clothing and footwear	308.12	303.45	310.69	310.94	313.04	288.94	306.01
Food, drink and tobacco	326.97	326.68	329.09	320.02	296.63	315.48	324.63
Other manufacturing	322.31	326.21	328.86	319.02	318.69	309.33	323.64
All manufacturing groups	315.50	314.79	319.77	316.96	312.02	303.68	315.30
Transport and communication	349.12	355.35	367.97	364.18	349.75	386.43	355.94
Wholesale and retail trade	350.21	355.40	347.72	344.18	339.25	329.23	349.25
Public authority (n.e.i.) and community and business services	358.75	351.23	344.24	327.94	337.88	359.10	351.03
Amusement, hotels, personal service, etc.	326.38	316.44	318.55	307.63	287.46	303.39	318.03
All industry groups (b)	331.46	328.68	335.82	328.94	324.75	320.01	330.21
INDEX NUMBERS							
(Base : Weighted average hourly wage rate Australia, year 1954 = 100)							
Manufacturing —							
Engineering, metals, vehicles, etc.	630.9	666.4	641.6	635.8	648.9	639.1	643.9
Textiles, clothing and footwear	614.2	604.9	619.3	619.8	624.0	575.9	610.0
Food, drink and tobacco	651.7	651.2	656.0	637.9	591.3	628.8	647.1
Other manufacturing	642.4	650.2	655.5	635.9	635.2	616.6	645.1
All manufacturing groups	628.9	627.4	637.4	631.8	621.9	605.3	628.5
Transport and communication	695.9	708.3	733.5	725.9	697.1	770.2	709.5
Wholesale and retail trade	698.0	708.4	693.1	686.0	676.2	656.2	696.1
Public authority (n.e.i.) and community and business services	715.1	700.1	686.1	653.7	673.5	715.8	699.7
Amusement, hotels, personal service, etc.	650.6	630.7	634.9	613.2	573.0	604.7	633.9
All industry groups (b)	660.7	655.1	669.4	655.6	647.3	637.8	658.2

For footnotes see below.

TABLE 11. HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a) (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of —	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
1976 —							
April	294.64	292.74	298.04	292.58	280.87	283.76	293.26
May	303.78	301.31	306.92	301.37	288.79	292.68	302.09
June	303.78	301.31	307.40	301.37	289.78	292.68	302.19
July	303.78	301.31	307.40	301.37	292.00	292.68	302.31
August	310.22	307.63	313.62	307.68	300.82	299.03	308.80
September	310.22	307.63	313.62	307.68	300.90	299.03	308.80
October	310.22	307.63	313.62	307.68	301.84	299.03	308.85
November	317.04	314.36	321.44	314.43	308.03	305.62	315.70
December	317.04	314.36	321.44	314.61	308.13	305.62	315.72
1977 —							
January	317.04	314.36	321.44	314.61	309.35	305.62	315.79
February	317.04	314.36	321.47	314.61	320.24	305.62	316.36
March	331.46	328.68	335.82	328.94	323.81	320.01	330.16
April	331.46	328.68	335.82	328.94	324.75	320.01	330.21
INDEX NUMBERS							
(Base : Weighted average hourly wage rate Australia, year 1954 = 100)							
1976 —							
April	587.3	583.5	594.1	583.2	559.8	565.6	584.5
May	605.5	600.6	611.8	600.7	575.6	583.4	602.1
June	605.5	600.6	612.7	600.7	577.6	583.4	602.3
July	605.5	600.6	612.7	600.7	582.0	583.4	602.6
August	618.3	613.2	625.1	613.3	599.6	596.0	615.5
September	618.3	613.2	625.1	613.3	599.8	596.0	615.5
October	618.3	613.2	625.1	613.3	601.6	596.0	615.6
November	631.9	626.6	640.7	626.7	614.0	609.2	629.3
December	631.9	626.6	640.7	627.1	614.2	609.2	629.3
1977 —							
January	631.9	626.6	640.7	627.1	616.6	609.2	629.4
February	631.9	626.6	640.8	627.1	638.3	609.2	630.6
March	660.7	655.1	669.4	655.6	645.4	637.8	658.1
April	660.7	655.1	669.4	655.6	647.3	637.8	658.2

(a) See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3. (b) Excludes rural industry; mining and quarrying; and building and construction.

II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN AWARD TOTAL WAGES

The tables in this section give details of basic wages, minimum wages and increases in award total wages. Information on wage determination in Australia is contained in the *Official Year Book*. Figures for earlier periods are published in *Labour Statistics, 1975* and in earlier issues of this bulletin.

TABLE 12. STATE BASIC WAGES : WEEKLY RATES (\$)

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a)24 May 1977	66.80	57.50	South Australia	..	(b)	(b)
Victoria	..	(b)	(b)	Western Australia	(a)31 May 1974	48.50	43.50
Queensland (c)	24 May 1977	72.70	58.50	Tasmania	24 May 1977	69.90	69.90

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Basic wage rates no longer operate. (c) Rates shown are operative in the Southern Division — Eastern District (including Brisbane). District allowances are added for other areas — Southern Division (Western District) \$1.05; Mackay Division 90c; Northern Division (Eastern District) \$1.05; and Northern Division (Western District) \$3.25 a week. District allowances for adult female basic wages are 75 per cent of the respective adult male allowances.

TABLE 13. MINIMUM WAGE : WEEKLY RATES (\$) — ADULT MALES AND ADULT FEMALES, FEDERAL AWARDS

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	"Six Capital Cities"	Canberra	Darwin (b)
1976 — 1 April	94.00	93.10	91.30	92.70	93.20	93.80	93.20	93.40	96.30
15 May	96.80	95.90	94.00	95.50	96.00	96.60	96.00	96.20	99.20
15 August	99.30	98.40	96.50	98.00	98.50	99.10	98.50	98.70	101.70
22 November	101.50	100.60	98.60	100.20	100.70	101.30	100.70	100.90	103.90
1977 — 31 March	107.20	106.30	104.30	105.90	106.40	107.00	106.40	106.60	109.60
24 May	109.20	108.30	106.30	107.90	108.40	109.00	108.40	108.60	111.70

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel are \$1.60 a week less.

TABLE 14. MINIMUM WAGE : WEEKLY RATES (\$) — STATE AWARDS

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a)24 May 1977	109.20	109.20	South Australia	(a)24 May 1977	107.90	107.90
Victoria	(a)24 May 1977	108.30	108.30	Western Australia	(a)15 May 1977	108.80	106.00
Queensland (b)	24 May 1977	108.80	108.80	Tasmania	(a)24 May 1977	110.10	110.10

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) See footnote (c) to Table 12.

TABLE 15. GENERAL INCREASES IN AWARD TOTAL WAGES — ADULT MALES AND ADULT FEMALES

Federal awards		Victorian Wages Board determinations		South Australian State awards	
Date operative (a)	Increase	Date operative (a)	Increase	Date operative (a)	Increase
1976 — 15 February	6.4 per cent	1976 — 15 February	6.4 per cent	1976 — 15 February	6.4 per cent
15 May	(b)3.0 per cent	15 May	(b)3.0 per cent	15 May	(b)3.0 per cent
15 August	(c)1.5 per cent	15 August	(c)1.5 per cent	15 August	(c)1.5 per cent
22 November	2.2 per cent	22 November	2.2 per cent	22 November	2.2 per cent
1977 — 31 March	\$5.70 a week	1977 — 31 March	\$5.70 a week	1977 — 31 March	\$5.70 a week
24 May	(d)1.9 per cent	24 May	(d)1.9 per cent	24 May	(d)1.9 per cent

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 3 per cent up to a maximum of \$3.80 a week. (c) \$2.50 for wage rates up to \$166 per week. 1.5 per cent for wage rates over \$166 per week. (d) Increase 1.9 per cent up to a maximum of \$3.80 a week.

III. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section contains estimates of average weekly earnings per employed male unit (see paragraph 8), approximating the average earnings of civilian male employees. Estimates are shown for Australia and each State for each quarter from September quarter 1971, together with financial year averages for the period 1971-72 to 1975-76. Estimates for the Territories are shown for each quarter from December quarter 1973 and for the years 1974-75 and 1975-76.

2. The tables in this section contain revisions of some earlier published figures. These revisions were first released in *Average Weekly Earnings* (Reference No. 6.18) and were also included in the March issue of this bulletin. The ratios of female to male average earnings for each quarter from September quarter 1973 are shown in Table 16. No change has been made to ratios for earlier periods.

3. For a number of reasons, average weekly earnings in this section of the bulletin cannot be compared directly with the weekly wage rates shown in Section 1. The latter are weighted average minimum award, etc. rates payable to adult male wage earners in non-agricultural industries for a full week's work (excluding overtime), at the end of each month or year. On the other hand the figures in this section represent average weekly earnings for all male wage earners and salaried employees (as defined in paragraphs 4 and 5 below) and are weekly averages over a period of a quarter or a year. The earnings figures reflect changes in the relative importance of different industries and occupations whereas the award, etc. wage rates are compiled in the form of an index with fixed industry and occupation weights.

Definition of earnings

4. The earnings figures used in the calculation of the averages shown in Tables 17 and 18 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and of juniors as well as adults, are included.

5. Earnings figures used in calculating the averages shown in Table 19 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of junior employees, part-time employees and managerial, executive, etc., staff.

Method of estimation

6. For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 90 per cent of wage and salary earners in these industries, as published monthly in the bulletin *Employment and*

Unemployment (Reference No. 6.4). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

7. For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

Male units

8. Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from surveys of weekly earnings and hours, conducted in May and October, a survey of weekly earnings, conducted in August, and other sources. Ratios used are shown in the table on page 14. The Australian ratio is the weighted average of the State and Territory ratios. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$190 would be overstated by about 70 cents.

Seasonally adjusted estimates

9. Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying number of pay-days in different quarters, (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in calculating the seasonally adjusted estimates for all series shown in the tables. The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators* (Reference No. 1.10).

TABLE 16. RATIO OF FEMALE TO MALE AVERAGE EARNINGS
(Per cent)

Quarter	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia (a)
1973 -									
September	59	59	55	54	52	56	..	..	58
December	60	60	56	55	53	57	60	59	59
1974 -									
March	62	62	58	58	55	60	60	59	61
June	62	62	59	60	57	62	60	59	61
September	63	63	60	62	58	63	60	60	62
December	63	64	61	63	58	63	61	60	63
1975 -									
March	64	65	63	63	59	64	62	60	64
June	64	66	64	64	59	64	63	61	64
September	65	67	65	64	60	65	64	61	65
December	65	67	65	64	61	65	64	61	65
1976 -									
March	65	67	65	65	62	65	64	62	65
June	66	67	65	65	62	65	63	63	66
September	67	67	65	66	62	64	62	63	66
December	67	67	66	66	62	64	62	64	66
1977 -									
March	67	67	66	66	62	64	62	64	66

(a) Weighted average of the State and Territory ratios.

TABLE 17. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : AUSTRALIA

Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %	Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %
1971 -					1975 -				
September	90.50	90.80	+2.1	+12.8	March	143.80	151.50	+2.6	+27.0
December	96.50	92.10	+1.4	+12.0	June	156.40	154.70	+2.1	+21.5
					September	157.60	159.40	+3.0	+13.5
					December	175.70	166.90	+4.7	+13.0
1972 -					1976 -				
March	89.50	93.20	+1.2	+7.4	March	165.30	171.10	+2.5	+12.9
June	97.20	96.00	+3.0	+8.0	June	179.80	178.80	+4.5	+15.6
September	97.10	98.30	+2.4	+8.3	September	184.80	184.90	+3.4	+16.0
December	104.40	100.50	+2.2	+9.1	December	195.50	187.40	+1.4	+12.3
1973 -					1977 -				
March	97.40	102.00	+1.5	+9.4	March	183.60	191.90	+2.4	+12.2
June	108.20	107.10	+5.0	+11.6					
September	110.60	112.40	+4.9	+14.3					
December	120.40	115.40	+2.7	+14.8					
1974 -									
March	113.30	119.30	+3.4	+17.0					
June	128.70	127.30	+6.7	+18.9					
September	138.40	140.50	+10.4	+25.0					
December	154.40	147.70	+5.1	+28.0					

(a) See paragraph 8 on page 13. (b) See paragraph 9 on page 13. (c) Percentage change over previous quarter in seasonally adjusted series. (d) Percentage change over same quarter of previous year in the seasonally adjusted series.

TABLE 18. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : STATES AND TERRITORIES (\$)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.(b)	A.C.T.(b)	Australia
1971-72	96.30	93.90	87.40	86.00	93.60	87.50	..	..	93.40
1972-73	104.60	102.80	97.10	93.40	98.80	95.20	..	..	101.80
1973-74	121.20	118.80	113.50	110.40	115.00	110.50	..	..	118.30
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60
Original Series									
Quarter 1971 -									
September	92.80	91.60	83.60	84.50	92.50	82.70	..	..	90.50
December	99.70	96.80	89.80	88.00	96.30	91.10	..	..	96.50
Quarter 1972 -									
March	92.60	89.10	84.20	82.50	90.70	84.20	..	..	89.50
June	100.20	97.90	91.80	88.80	94.70	92.00	..	..	97.20
September	99.00	99.30	92.90	88.70	95.00	90.80	..	..	97.10
December	107.70	105.90	99.20	95.00	99.00	99.30	..	..	104.40
Quarter 1973 -									
March	100.40	97.80	92.80	90.30	96.30	88.70	..	..	97.40
June	111.40	108.20	103.60	99.50	105.00	102.00	..	..	108.20
September	112.30	112.80	105.50	104.20	108.70	102.40	..	..	110.60
December	123.40	121.20	115.60	110.40	115.00	117.20	134.30	142.50	120.40
Quarter 1974 -									
March	117.10	112.90	108.90	106.10	111.10	101.60	136.30	145.50	113.30
June	132.10	128.30	124.00	120.80	125.30	120.60	137.50	156.90	128.70
September	141.50	139.10	133.00	129.80	135.10	127.30	159.20	174.00	138.40
December	158.70	155.20	150.00	141.80	147.40	146.70	160.80	182.70	154.40
Quarter 1975 -									
March	147.30	142.80	136.50	137.40	143.90	135.30	172.20	189.40	143.80
June	160.70	154.20	150.40	145.30	156.00	151.40	181.60	191.10	156.40
September	160.60	157.70	150.80	148.10	159.00	150.30	186.30	200.50	157.60
December	178.20	178.00	169.90	163.70	173.70	164.70	188.70	205.20	175.70
Quarter 1976 -									
March	168.50	165.50	158.20	154.40	164.80	151.20	185.50	208.30	165.30
June	183.60	180.70	175.00	167.60	178.80	165.10	199.60	221.90	179.80
September	187.30	183.00	182.00	175.00	184.00	175.60	209.30	230.00	184.80
December	197.90	197.40	189.80	182.80	194.50	188.70	220.00	243.90	195.50
Quarter 1977 -									
March	187.00	183.40	173.90	172.70	186.20	174.90	210.50	231.00	183.60
Seasonally Adjusted Series (c)									
Quarter 1971 -									
September	93.70	91.80	83.60	84.10	91.80	84.90	..	..	90.80
December	94.70	92.00	85.50	84.40	93.30	85.20	..	..	92.10
Quarter 1972 -									
March	96.70	93.70	88.20	85.90	94.10	89.50	..	..	93.20
June	98.40	96.60	90.50	87.40	93.10	89.30	..	..	96.00
September	101.10	100.40	94.10	89.60	95.40	93.90	..	..	98.30
December	103.30	101.40	95.30	92.50	97.20	93.70	..	..	100.50
Quarter 1973 -									
March	105.40	102.70	97.40	93.80	100.00	94.50	..	..	102.00
June	109.90	107.70	102.70	98.60	103.60	100.00	..	..	107.10
September	114.40	113.90	106.40	105.30	109.20	105.00	..	..	112.40
December	118.10	115.50	110.70	107.30	112.50	110.80	133.10	141.50	115.40
Quarter 1974 -									
March	122.80	118.90	114.60	110.30	115.50	108.10	135.90	150.00	119.30
June	130.90	128.10	123.60	120.20	124.10	119.00	142.30	157.80	127.30
September	144.10	140.40	134.50	130.30	135.40	130.70	155.50	174.40	140.50
December	151.60	148.20	142.90	138.20	144.40	138.00	159.10	180.40	147.70
Quarter 1975 -									
March	154.80	149.50	144.50	141.80	149.40	144.40	170.30	193.10	151.50
June	159.10	154.60	148.80	145.70	154.30	148.90	184.30	190.60	154.70
September	163.00	159.00	153.30	148.40	160.20	152.20	185.40	197.10	159.40
December	168.80	168.20	160.60	157.20	168.20	154.80	188.90	205.30	166.90
Quarter 1976 -									
March	173.80	170.60	164.90	158.00	169.30	156.30	187.90	214.60	171.10
June	183.20	182.50	174.20	168.00	177.30	165.90	199.60	216.30	178.80
September	187.00	182.80	183.00	173.60	182.80	177.20	208.60	233.10	184.90
December	190.20	187.90	179.60	177.60	189.10	178.80	213.40	238.50	187.40
Quarter 1977 -									
March	193.80	190.90	184.70	177.10	193.30	183.80	214.50	240.30	191.90

(a) See paragraph 8 on page 13. (b) Original series estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods prior to the December quarter 1973 are not available. (c) See paragraph 9 on page 13.

TABLE 19. AVERAGE WEEKLY ORDINARY TIME EARNINGS, FULL-TIME
ADULT MALE NON-MANAGERIAL EMPLOYEES, AUSTRALIA (a)

Quarter	Original \$	Seasonally adjusted (b) \$	Annual change (c) %
1973 –			
December	104.50	100.50	13.6
1974 –			
March	98.00	103.50	16.3
June	113.00	111.50	18.6
September	121.00	123.00	25.5
December	137.50	131.50	30.8
1975 –			
March	130.50	137.00	32.4
June	142.50	141.00	26.5
September	144.50	146.50	19.1
December	160.00	152.00	15.6
1976 –			
March	150.00	155.50	13.5
June	164.50	163.50	16.0
September	169.00	169.00	15.4
December	179.00	171.50	12.8
1977 –			
March p	167.00	174.50	12.2

(a) See paragraph 5 on page 13. Figures have been rounded to the nearest 50 cents. (b) See paragraph 9 on page 13. (c) Percentage change over same quarter of previous year in the seasonally adjusted series. p – provisional.

IV. SURVEYS OF EARNINGS AND HOURS

General – Since 1960 a number of statistical surveys of wages and hours of work in Australia have been conducted. Each of these surveys is listed below and reference made to the publications containing detailed results. As these surveys were based on samples, the resultant estimates are subject to sampling variability, that is variations which might occur by chance because only a sample of employers was surveyed. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's survey results.

Survey of Wage Rates and Earnings, September 1960 – For results of this survey of marginal rates of wages and actual weekly earnings of full-time adult male employees see *Labour Report No. 50, 1962 and 1963* (pages 80-83).

Survey of Weekly Earnings, October 1961 – Results of this survey about the distribution of actual weekly earnings of full-time adult males were published in *Labour Report No. 50, 1962 and 1963* (pages 83-86).

Survey of Weekly Earnings, October 1965 – This survey obtained average weekly earnings for full-time adult and junior males in private and government employment; and for full-time adult males, the distribution and composition of earnings. For detailed results see *Labour Report No. 53, 1967* (pages 80-96).

Survey of Weekly Earnings (Size Distribution), May 1971 – The survey obtained, for private and government employees, estimates of the distribution of earnings of full-time adult male employees (paid for a full week) and particulars of average weekly overtime earnings and average weekly ordinary time earnings. Separate details were obtained for (a) male managerial, executive, professional and higher supervisory staff, and (b) other full-time adult male employees. For detailed results see *Labour Report No. 56, 1971* (pages 117-170).

Survey of Weekly Earnings and Hours, October 1962 to 1964, 1966 to 1976.

(i) *Surveys to 1972* (private employees). Sample

surveys in respect of most private employees subject to payroll tax conducted for the last pay-period in October. Detailed results, explanatory notes, etc. of these surveys were published in *Labour Report No. 56, 1971* and *Labour Report No. 57, 1972*. The estimates shown in these Labour Reports (and in earlier issues) are not directly comparable with those published in the bulletins (Reference Nos. 6.36 and 6.40) – see below.

(ii) *The 1972 to 1976 surveys* (private and government employees). From October 1972 coverage was expanded to include (i) private employees in the Northern Territory and the Australia Capital Territory, (ii) employees in non-government hospitals not subject to payroll tax and (iii) employees of Australian, State and local government authorities. Detailed results of these surveys, were published in *Earnings and Hours of Employees* (Reference No. 6.40). Final estimates for October 1976 will be available shortly.

Surveys of Earnings and Hours, May 1974 to 1976

Surveys were conducted in May of the years 1974 to 1976 to obtain statistics of the distribution of earnings and hours of employees, and the composition of weekly earnings and hours for various categories of employees and for principal occupations. Results of the surveys published in *Earnings and Hours of Employees, Distribution and Composition (Preliminary)* (Reference No. 6.47) and *Earnings and Hours of Employees, Distribution and Composition* (Reference No. 6.52).

Weekly Earnings of Employees (Distribution) August 1975 and August 1976

In August 1975 and August 1976, a sample survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain details of weekly earnings of wage and salary earners. Results were published in *Weekly Earnings of Employees (Distribution)* (Reference No. 6.51).